

CENTRAL INTELLIGENCE AGENCY  
INFORMATION REPORT

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COUNTRY	East Germany	REPORT	
SUBJECT	Work Norms and Introduction of a New <u>Wirtschaftszweig Lohngruppenkatalog</u>	DATE DISTR.	19 November 1954
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(FOR KEY SEE REVERSE)

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1. The official East German periodical Arbeit und Sozialfuersorge (Work and Social Welfare) has a representative attached to every Bezirksrat (Bezirk Council). Recently, these representatives received instruction from the Ministry of Labor to study the question of work norms and related problems. The reports resulting from this study indicate that the heads of enterprises, the heads of the BGL's (Betriebsgewerkschaftsleitung) and the chiefs of the BPO's (Betriebspartei-organization) are not clear concerning the question of work norms. This was the case in six Bezirke.
2. An attempt is to be made to raise productivity without increasing the norms. In the East German Ministry of Labor, a draft is being prepared for submission to the Council of Ministers concerning the introduction by law of the WKL (Wirtschaftszweig Lohngruppenkatalog: wage group classifications according to industry). The WKL is not to be introduced all at once, but is to be implemented gradually in various branches of industry and various enterprises. This decision was made by the Central Committee of the SED. In spite of the introduction of the WKL, salaries which have heretofore been pegged to the individual as well as those pegged to the job will be maintained at their present level. <sup>1</sup>
3. In the WKL, the present wage groups, I to VIII inclusive, will be maintained, as well as their present salary levels. The WKL will place the worker according to the following criteria:
  - a. Qualifications for assignment to a certain wage group
  - b. Activity and competence
  - c. Sense of responsibility

With regard to a above, the worker will be required to pass a test in order to qualify for classification within a certain wage group.

4. A copy of a WKL for certain trades is already on file at the Zentralverlag (Central Printing Office). The WKL's are coordinated between the Zentralvorstand der IG (Central Board of the Industry (Industriegemeinschaft)) and the competent

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ministry. At present, they are classified Secret and will not be published until approved by decision of the Council of Ministers.

5. The introduction of the WLK will tend to lower the general earning capacity. The individual industrial enterprises will be responsible for the classification of workers according to the wage groups for which they actually qualify. It is hoped that this practice will increase production.
6. The WLK will not affect the salaries of workers already employed at a work site at a certain salary at the time of its introduction. These will retain their status and their salary unless they are transferred to another site. In this case, they will be reclassified according to the requirements of the WLK.
7. The higher classification of Wage Groups I to V was made with the provision that the boost would affect only workers already on the job and not new employees.
8. Heretofore, production had been stimulated on the basis of performance wages; the WLK is expected to increase this by the introduction of the job grading.
9. The WLK does not provide for the payment of hardship allowances (Erschwerniszulagen) to the workers, which had, so far, been liberally granted in East Germany. The payment of such allowances was ordered in Article 10 of the Government Decree of 20 May 1951.

1.  Comment. Personengebundene und Arbeitsplatzgebundene Löhne.

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